APR 26 1988

Minutes of Point Board Meeting
Monday December 14, 6pm 1987
on board the Houseboat *Mirene*, Sausalito

Present: Stewart Brand, Doug Carlston, Bob Fuller, Kevin Kelly. Paul Hawken occupied the Elijah chair. Huey Johnson was not present.

General discussion of the history of Whole Earth books and their role in Point Foundation. Kevin relays rejection of publishers for SIGNAL book. Doug suggests that since no New York publishers seem interested, Point should consider self-publishing. Kevin points out lack of capital as main reason why not. Bob suggests going to private outside sources of funding.

Discussion of lack of employee benefits. Doug and Paul outline advantages of having an employee policy manual and annual review process. Doug stress the essential need to make sure that Whole Earth meets the minimum legal requirements for holiday and sick leave. Paul says that clarification of responsibility is helped by a manual. Doug says that the manual should make clear in explicit written language the non-discrimination policies which already exist but are not stated. Stewart says that all this sounds onerous, but to think of it as a stance "poised for growth." The Board resolves to require Kevin to create a employee policy manual and an annual review process.

Increases in pay for employees is discussed. The financial state of the business is examined. Salaries, contract labor, and overtime pay are considered as various ways of compensating the very diverse range of employees. Stewart is concerned about the absence of any cost-of-living adjustments in the last three years. If there is excess money (the Board is not sure their is) it should be ploughed back into the employees. The Board recommends that overtime be applied and that all employees get a raise of $1 per hour (to $12 from $11), which is about a 4% cost-of-living adjustment for three years.

Board doesn't think that Point can at this time pay for employee health insurance as well. Kevin says a few employees are in desperate need for health insurance. Board resolves to have Point temporarily pay half of their insurance so that they can qualify for the group plan, until next meeting.

Paul points out the need to have a lawyer tidy up the status of the WELL board.

The lack of a meeting chairman is felt. The Board designates Bob Fuller to be chairman of the next meeting.

There is a lengthy discussion of Kevin's salary and his relation to Point. Kevin is dismissed from the rest of the discussion. The Board resolves that Kevin, as editor of Whole Earth and as president of Point Board is to go on salary of $32,000 per year starting the new year.

Meeting adjourned.

The meeting was audio-taped during commercials and half-time of a 49'ers and Chicago Bears football game, and Kevin made notes from the tape later.